



**Semi-Annual Report
on
Female and Minority Employment**

January 1, 2008– June 30, 2008

**Personnel Cabinet
October 2008**



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Steven L. Beshear
Governor

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Nikki R. Jackson
Secretary

December 5, 2008

The Honorable Steve Beshear
Governor, Commonwealth of Kentucky
The Capitol Building
Frankfort, Kentucky 40601

Dear Governor Beshear:

In accordance with KRS 18A.138, I am submitting to you the enclosed semi-annual report on Female and Minority Employment for the six month period of January 1, 2008 through June 30, 2008. This report reflects the Executive Branch minority and female employment utilization statewide and by individual cabinet and/or agencies including the Legislative Branch.

On July 1, 2004, the long-term hiring goal for minorities was raised from 7.51% to 10%. The long-term hiring goal for females was maintained at 52.42%, as established in June 1996. Through these goals your Administration continues its focus on increasing representation in employment by race, ethnicity and gender.

The data for this reporting period reflects mixed results toward these goals. The total number of state employees as of June 30, 2008, was 33,112. The statewide percentage attained as of June 30, 2008, was 9.02% for minorities and 49.33% for females.

The Personnel Cabinet and the Cabinet for Health and Family Services have exceeded the overall goals for both minority and female employment. The Education Cabinet, Economic Development Cabinet, Labor Cabinet and General Government Cabinet have exceeded the overall goals for female employment.

The Personnel Cabinet, through its Office of Diversity and Equality is committed to assisting all agencies to achieve their goal of creating and maintaining a diverse workforce.

Sincerely,

Nikki R. Jackson, Secretary

Enclosure: Semi-Annual Report January 1, 2008-June 30, 2008

STATEMENT OF PURPOSE

Office of Diversity and Equality

The Office of Diversity and Equality in the Commonwealth of Kentucky's Personnel Cabinet is committed to ensuring greater diversity within state government. Kentucky Revised Statute 18A.138 (4) directs the Personnel Cabinet to produce a Semi-Annual Report on Minority and Female Employment in order to provide state officials with a progress assessment of the Commonwealth's Affirmative Action Plan. The data in this report reflects the degree of diversity within state government.

The Affirmative Action Plan of the Commonwealth of Kentucky provides the state with utilization goals for minority and female employment. Currently, these goals are set at 10% and 52.42%, respectively. The purpose of this Semi-Annual Report on Minority and Female Employments is to provide a snapshot of workforce realities in comparison to the established utilization goals.

The Commonwealth of Kentucky's commitment to Affirmative Action and equal employment opportunities is a work in progress. Throughout this report, one can find areas that are meeting and exceeding utilization goals, areas in decline, and areas with needed improvements. Cabinets should examine this data, in correlation with the Affirmative Actions plans of both the Commonwealth and their respective cabinets, to formulate strategies for reaching minority and female utilization goals.

The Office of Diversity and Equality produces this report, as well as diversity and EEO training for the various cabinets, in order to assist with creating a workforce that reflects the diversity found within the Commonwealth. Continuing success in securing a diverse workforce is a legal and moral imperative. This report should allow the various cabinets to assess their plans for the recruitment, retention and promotion of minorities and women.

Report Structure & Methodology

Customer Information Control System (CICS), the Commonwealth's payroll system, provides the employment data found within this Semi-Annual Report on Minority and Female Utilization. The data is broken down into three groups: total employment, minority employment and female employment.

Within this report, one will find both written and graphic description of the data provided by CICS, beginning with an overview of the statewide progress, followed by a snapshot of the various cabinet's minority and female utilization numbers.

Notes on Reading the Utilization Tables

1.) Each utilization table consists of twelve columns. The column categories are abbreviated to provide maximum use of space on the pages that follow. The categories found on each table, from left to right, are (abbreviations used in report in parenthesis):

- Job Category
- Total Number of Employees (TOT EMPS)
- Number of Minorities Employed (MIN)
- Percentage of Minorities in the Total Workforce (% MIN)
- Minority Utilization Average for All Employers in the State (STATE MIN AVG)¹
- Projected Minority Utilization Goal (MIN PROJ % Goal)
- Number of Females Employed (FEMALE EMPS)
- Percentage of Females in the Total Workforce (% FEMALE)
- Female Utilization Average for All Employers in the State (STATE FEMALE AVG)
- Projected Female Utilization Goal (FEM PROJ %)
- Number of Minority Hires Needed to Reach Utilization Goals
(# MIN NEEDED)
- Number of Female Hires Needed to Reach Utilization Goals
(# FEMALES NEEDED)

2.) The number of rows found on each table varies according to the EEO Job Categories within that particular cabinet. There are nine possible categories (for a description of each EEO Job Category **SEE APPENDIX I.**)

3.) The bottom rows in each table provide totaled information for overall analysis. The three bottom rows are:

- TOTAL (the sum of all data found in the various columns for each EEO job category)
- DEC '07 TOTAL (the totals pulled from the previous reporting period)
- CHANGES (the differences between the current totals and the totals from the previous reporting period)

4.) Color coding is used to highlight certain useful information for readers.

- Green (utilization goal met)

Cabinet Utilization Tables

Also included in this report are snapshots of the overall minority and female utilization numbers for each cabinet and the Legislative Branch. These tables include the basic information provided by the CICS reports (including total employees, number minority and female employees and percentages, projected goals and the number of employees needed to meet these goals).

¹ These statewide utilization averages for all employers (public and private) have been taken from the 2000 Census Bureau website. The 2000 Census defines the labor pool to include individuals sixteen years and older. Although the Commonwealth of Kentucky requires one to be at least eighteen for employment, this is the most comprehensive data on employment, by EEO category, available. The impact of including this data, which includes sixteen and seventeen year olds, on this analysis is unknown. One could assume that this particular age group would affect the numbers of certain EEO categories not included in this report, such as Sales Worker and Laborers & Helpers. This information is located on the Census Bureau's website: <http://www.census.gov/cgi-bin/broker>.

Analytical Framework for Readers

The analysis found within this report focuses on providing readers with a general overview of where the Commonwealth of Kentucky and its various cabinets stand on the employment of minorities and women. The numbers themselves give little room for interpretation when comparing employment realities with projected utilization goals. Therefore, this report also provides the utilization average of all employers within the state (public and private) to place the Commonwealth's numbers within the context of statewide workforce availability. Though the causes for underutilization cannot be fully articulated through the data and methodology used to compile this report, readers should use the statewide utilization average (for all employers, public and private) as a benchmark to analyze where the Commonwealth lands in the larger picture of affirmative action. Certain cabinets will have a harder time reaching goals due to the availability of targeted populations within the labor pool for the types of positions within these cabinets. This does not excuse underutilization, but rather, provides the opportunity for innovation in recruitment and retention of minority and female employees in order to improve these numbers in a good faith effort (even if reaching the projected goal is not feasible).

For the purpose of this report, areas highlighted to indicate the achievement of utilization goals comply strictly with the percentages established to quantify full utilization. There are instances throughout this report, however, where utilization percentages are extremely close to the projected goals, but are still classified as underutilized.

COMMONWEALTH OF KENTUCKY WORKFORCE ANALYSIS

Overall Statewide Analysis

Between December 31, 2007 and June 30, 2008, the number of state employees has decreased from 34,160 to 33,112.²

1.) Minority Utilization

The percentage of minority utilization fell only 0.05% during these six months from 9.07% to 9.02%.³ The decrease in minority utilization may have resulted from the number of positions held by minorities that were eliminated or vacated in December 2007. Though minorities represented 9.07% of the workforce in December 2007, they represented 10.59% of the 1,048 positions eliminated. State government will need 324 minority hires in order to meet overall minority utilization goals.⁴

2.) Female Utilization

In the last six months, the percentage of females employed by the Commonwealth of Kentucky has fallen 0.15%, from 49.48% to 49.33%.⁵ Of the 1,048 positions eliminated or vacated since December 2007, 54.29% were held by females. State government will need 1,025 hires at various levels in order to reach the goals for female utilization.

² It is important to note that directly before this reporting period the voters of the Commonwealth of Kentucky elected a new executive administration. This report deals with a transitional period in state government.

³ See Minority Utilization Trend on page 15.

⁴ These numbers of individuals needed to make state utilization goals are to the highest ones place in order to provide a realistic number for reaching the state's utilization goals. The numbers in the utilization tables are not rounded in this manner, but are rounded only to the highest tenths place to reflect a more theoretical number needed to meet the utilization goals.

⁵ See Female Utilization Trend on page 16.

Commonwealth Analysis by EEO Category⁶

1.) Minority Utilization by EEO Category

As of June 30, 2008, the Commonwealth of Kentucky met minority utilization goals in the following EEO Categories: Groups 5 (Paraprofessionals) and 8 (Service Maintenance). The table for statewide utilization shows that the percentage for EEO Group 2 (Professionals) is very close to utilization – only 0.88% (or 145 individuals) away from the hiring goal. This group is well above the state average of 8.4%.⁷ The Groups that fall short of utilization goals are Groups 3 (Technicians), 4 (Protective Service Workers), 6 (Office & Clerical), and 7 (Skilled Workers). The Commonwealth's utilization is greater than the utilization average for all employers in the state in the EEO Groups 1 (Officials & Administrators), 2 (Professionals) and 7 (Skilled Workers).

The minority utilization averages for all employers in the state serve as useful benchmarks to analyze state government's progress in these areas. However, though most of these averages also fall below 10%, it should not be inferred that the Commonwealth's utilization goals are not attainable. The Commonwealth's goal of 10% minority utilization may be attained through more targeted and disciplined recruitment techniques. An increase in minority utilization within state government would provide an inclusive example for employers across the state.

2.) Female Utilization by EEO Category

As of June 30, 2008, the Commonwealth of Kentucky met minority utilization goals in the following EEO Categories: Groups 2 (Professionals), 5 (Paraprofessionals), 6 (Office and Clerical) and 9 (Others). The categories that fall short of utilization goals are Groups 1 (Officials & Administrators), 3 (Technicians), 4 (Protective Service Workers), and 7 (Skilled Workers). The data does indicate that in the EEO Groups 1, 5, 6, and 7, the Commonwealth's utilization of females is at a percentage greater than the statewide average for all employers.

The numbers for both state government and the state average for all employers suggest the workforce availability for certain EEO categories will provide substantial obstacles in achieving utilization goals. Factors like educational attainment, geographic location, age and the terms of employment should be considered. This seems especially true for Groups 4 (Protective Service Workers) and 7 (Skilled Workers), with average female utilization of 19.8% and 5.1% respectively.

⁶ For definitions of the EEO Job Categories please see **Appendix 1**.

⁷ The 2000 Census defines the labor pool to include individuals sixteen years and older. Although the Commonwealth of Kentucky requires one to be at least eighteen for employment, this is the most comprehensive data on employment, by EEO category, available. The impact on this analysis is unknown. This information is located on the Census Bureau's website: <http://www.census.gov/cgi-bin/broker>.

COMMONWEALTH UTILIZATION TABLE

JOB CATEGORY	TOT EMPS	MIN	% MIN	STATE MIN. AVG	MIN PROJ % GOAL	FEMALE EMPS	% FEMALE	STATE FEMALE AVG	FEMALE PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	2,952	224	7.59%	6.1%	10.00%	1,257	42.58%	37.7%	52.42%	71.2	290.44
EEO GRP 2: PROFESSIONAL	16,368	1,492	9.12%	8.4%	10.00%	9,474	57.88%	57.9%	52.42%	144.8	0.0
EEO GRP 3: TECHNICIANS	1,863	120	6.44%	8.2%	10.00%	674	36.18%	62.9%	52.42%	66.3	302.59
EEO GRP 4: PROTECT SERV WRKR	3,352	242	7.22%	10.6%	10.00%	551	16.44%	19.8%	52.42%	93.2	1,206.12
EEO GRP 5: PARA PROFESSIONAL	2,268	349	15.39%	8.3%	10.00%	1,785	78.70%	62.6%	52.42%	0.0	0.0
EEO GRP 6: OFFICE & CLERICAL	2,158	169	7.83%	9.3%	10.00%	1,769	81.97%	76.8%	52.42%	46.8	0.0
EEO GRP 7: SKILLED WORKER	2,417	152	6.29%	5.8%	10.00%	152	6.29%	5.1%	52.42%	89.7	1,115
EEO GRP 8: SERVICE MAINTENANCE	1,728	240	13.89%	14.7%	10.00%	667	38.60%	64.1%	52.42%	0.0	238.82
EEO GRP 9: OTHER	6	0	0%	--	10.00%	4	66.67%	--	52.42%	0.6	0.0
TOTAL	33,112	2,988	9.02%		10.00%	16,333	49.33%		52.42%	323.2	1,024.32
DEC '07 TOTAL	34,160	3,099	9.07%		10.00%	16,902	49.48%		52.42%	317	1,004.68
CHANGES	-1,048	-111	-0.05%			-569	-0.15%			6.2	19.64



Utilization Goals Met



Totals



December 2007 Totals



Columns represent utilization percentages for all employers in the state



Columns represent numbers from the Commonwealth



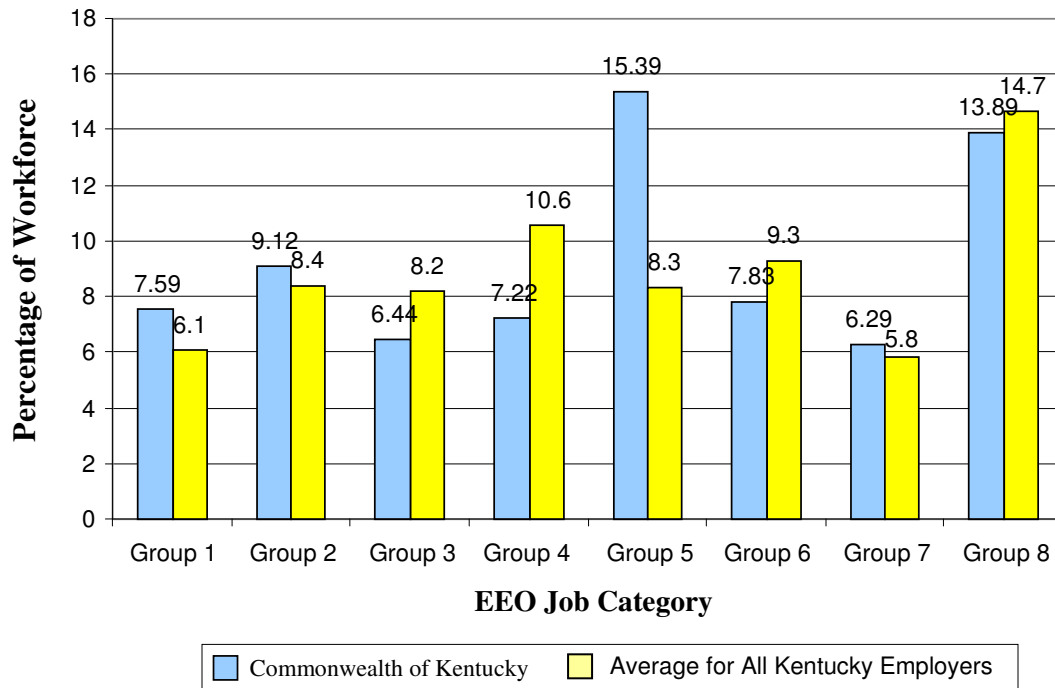
Changes in numbers between December 2007 and June 2008

OVERALL CABINET GOAL ATTAINMENT

- **Cabinets meeting both minority and female utilization goals:**
 - Health & Family Services Cabinet
 - Personnel Cabinet
- **Cabinets meeting minority utilization goals:⁸**
 - Health & Family Services Cabinet (13.88%)
 - Personnel Cabinet (10.71%)
- **Cabinets meeting female utilization goals:**
 - Economic Development Cabinet (56.73%)
 - Education Cabinet (60.88%)
 - General Government (59.91%)
 - Health & Family Services Cabinet (79.82%)
 - Labor Cabinet (56.38%)
 - Personnel Cabinet (75%)

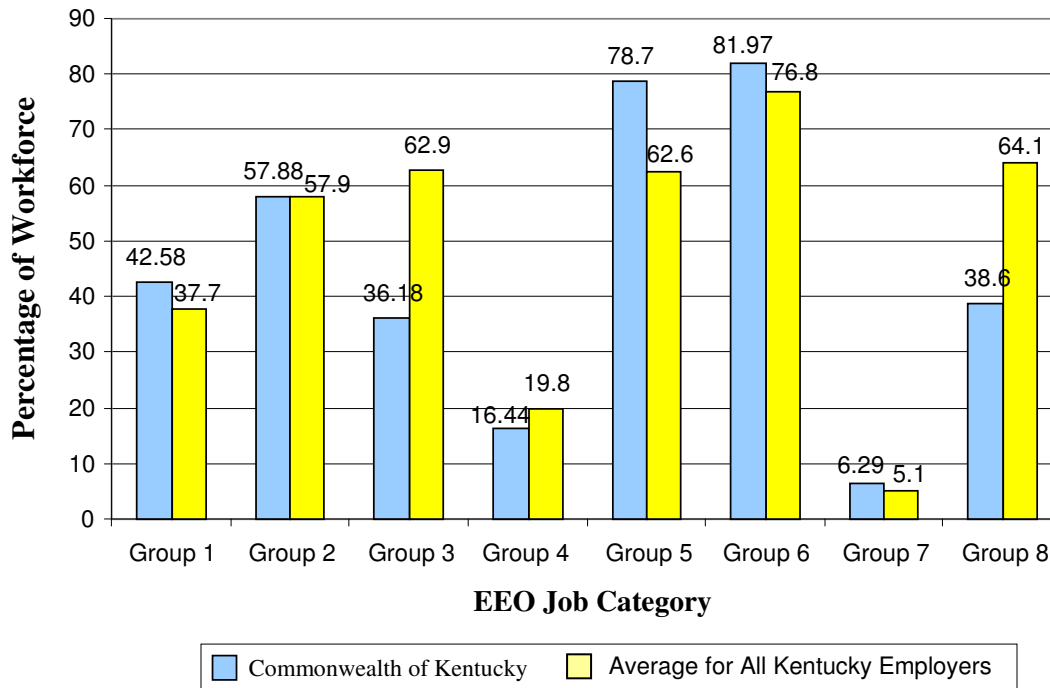
⁸ The Economic Development Cabinet came incredibly close to the minority utilization goal with 9.62%. The Labor Cabinet was also incredibly close to the minority utilization goal with 9.28%.

COMMONWEALTH MINORITY UTILIZATION
COMPARISON WITH KENTUCKY AVERAGE BY EEO CATEGORY



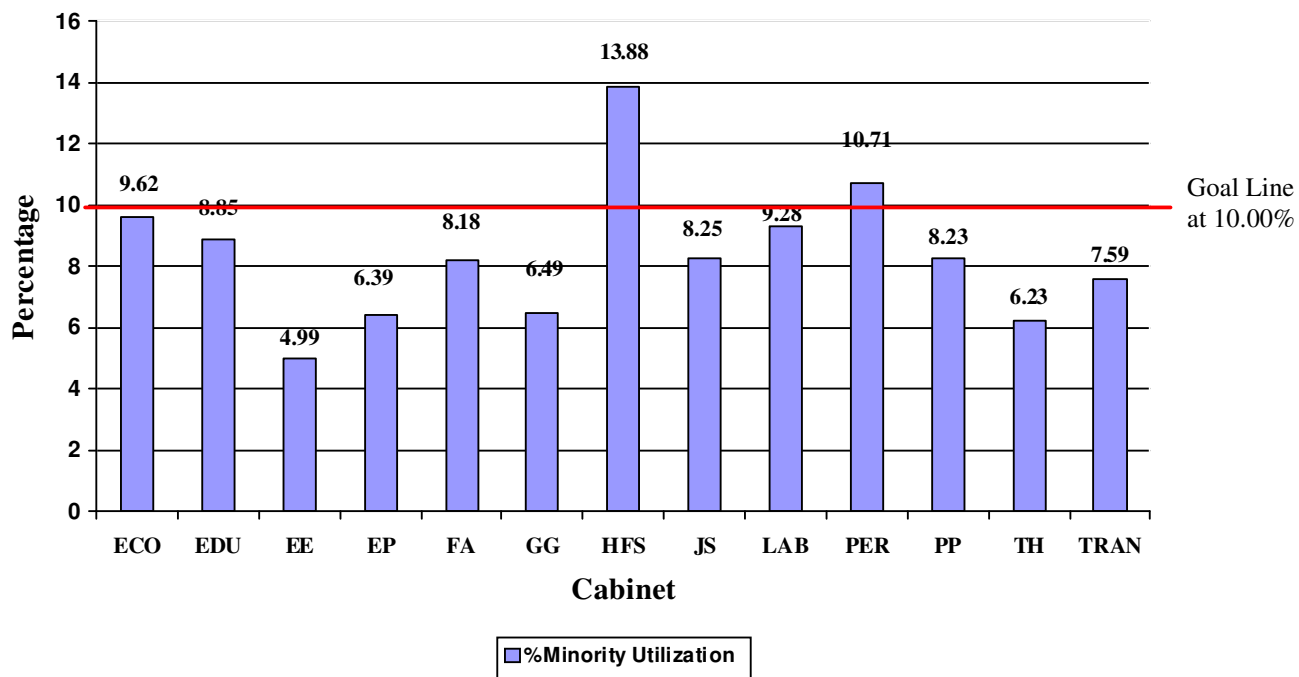
- Group 1 – Officials & Administrators
- Group 2 – Professionals
- Group 3 – Technicians
- Group 4 – Protective Service Workers
- Group 5 – Paraprofessionals
- Group 6 – Office & Clerical Workers
- Group 7 – Skilled Workers
- Group 8 – Service Maintenance Workers

COMMONWEALTH FEMALE UTILIZATION
COMPARISON WITH KENTUCKY AVERAGE BY EEO CATEGORY



- Group 1 – Officials & Administrators
- Group 2 – Professionals
- Group 3 – Technicians
- Group 4 – Protective Service Workers
- Group 5 – Paraprofessionals
- Group 6 – Office & Clerical Workers
- Group 7 – Skilled Workers
- Group 8 – Service Maintenance Workers

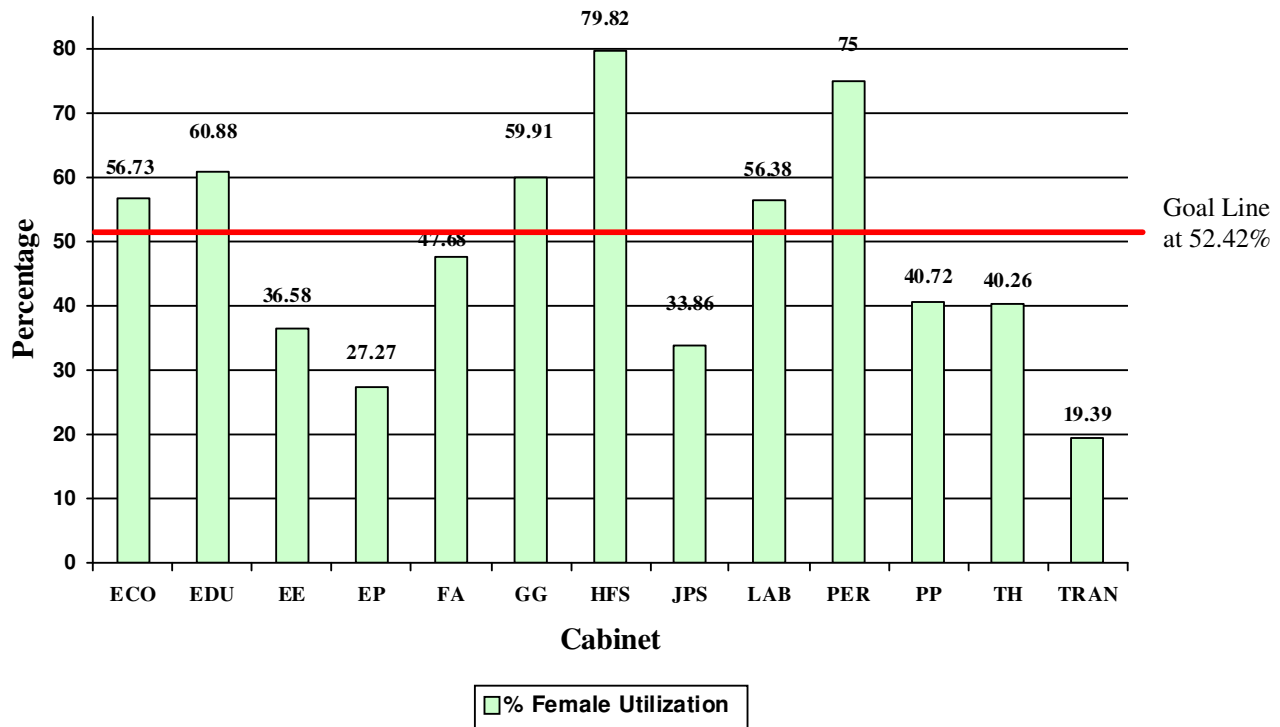
MINORITY UTILIZATION BY CABINET



CABINETS

ECO	- Economic Development
EDU	- Education & Workforce Development
EE	- Energy & Environment
EP	- Environmental & Public Safety
FA	- Finance & Administration
GG	- General Government
HFS	- Health & Family Services
JPS	- Justice & Public Safety
LAB	- Labor
PER	- Personnel
PP	- Public Protection
TH	- Tourism & Heritage
TRAN	- Transportation

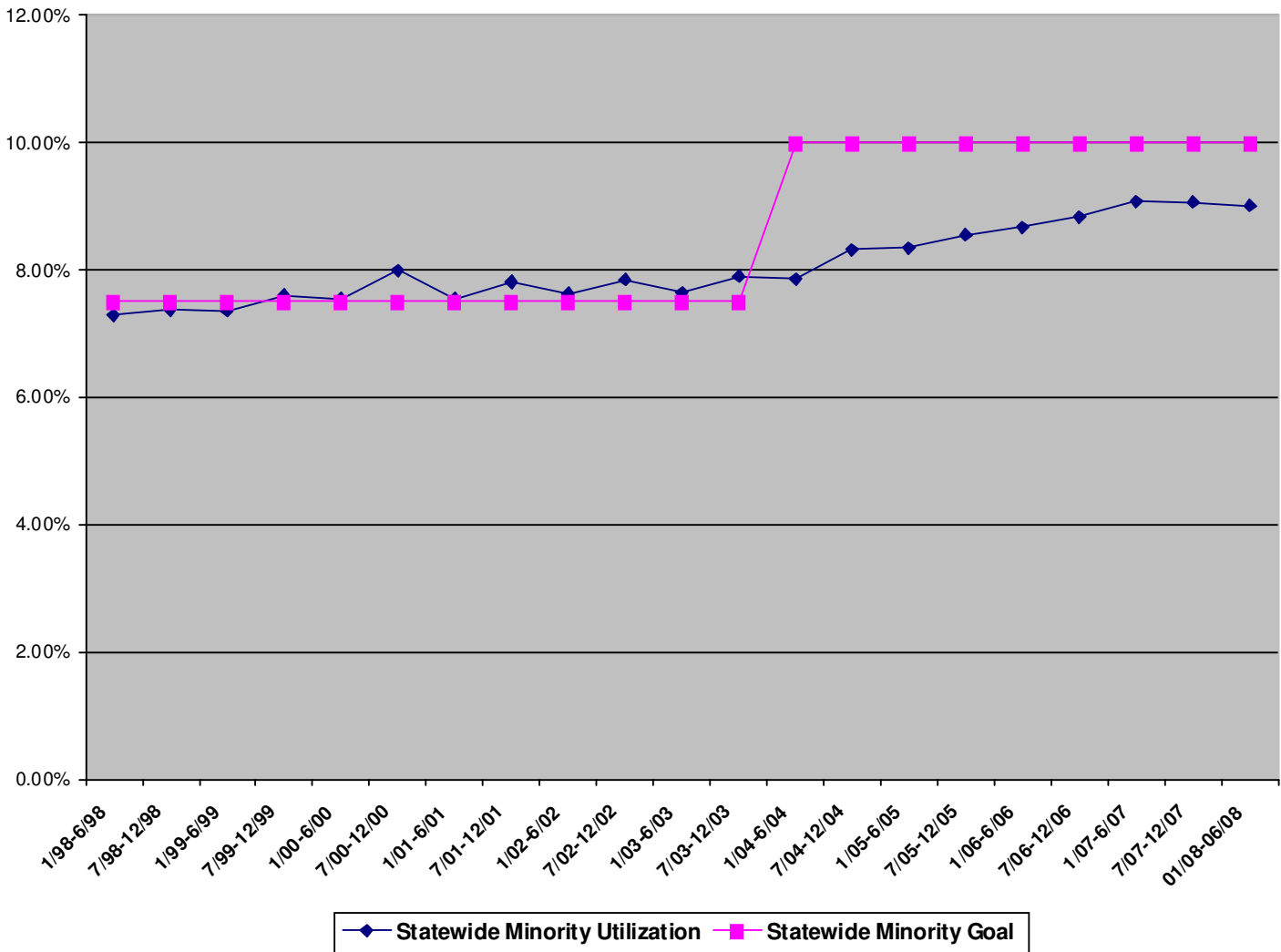
FEMALE UTILIZATION BY CABINET



CABINETS

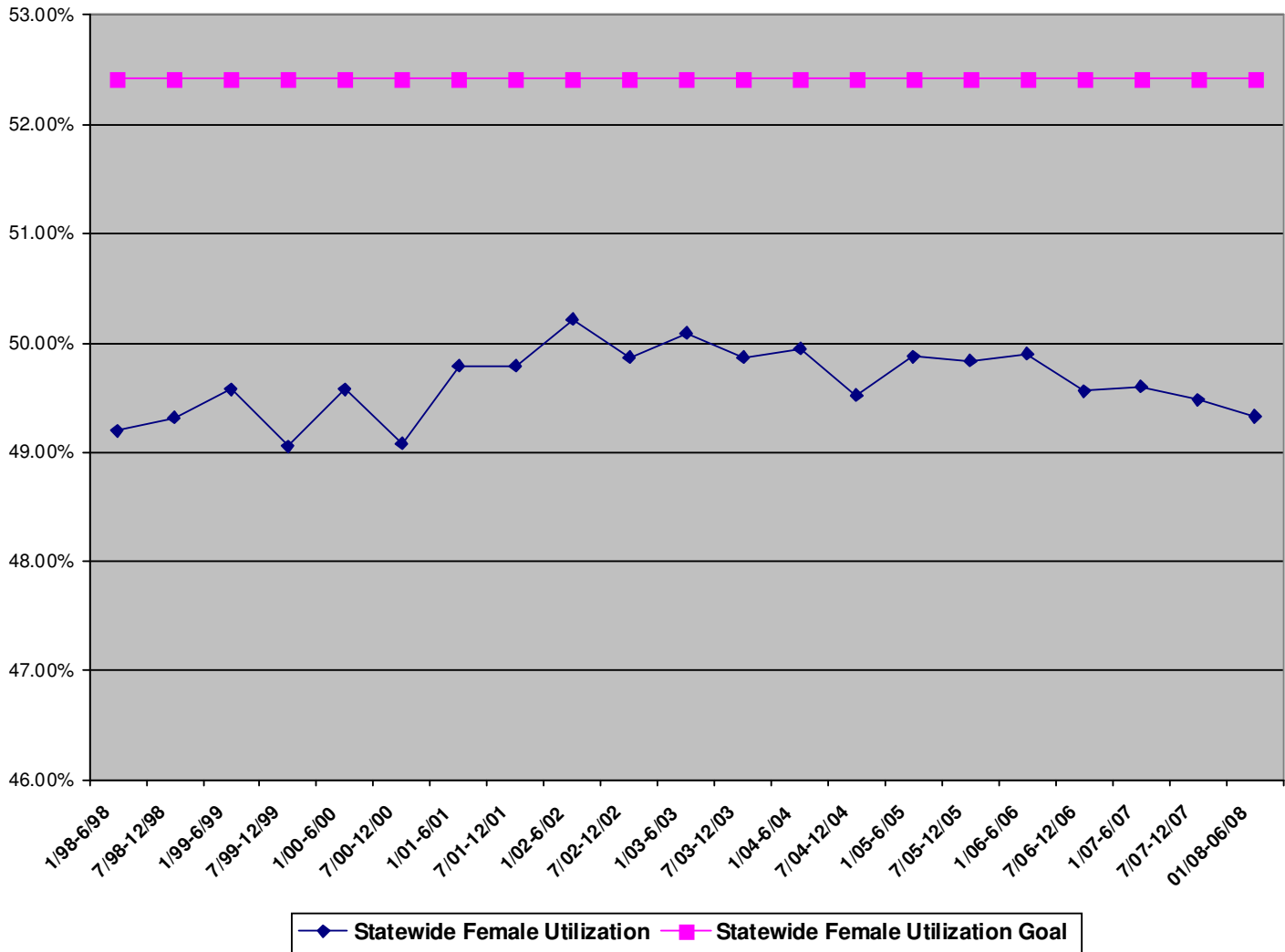
ECO	- Economic Development
EDU	- Education
EE	- Energy & Environment
EP	- Environmental & Public Safety
FA	- Finance & Administration
GG	- General Government
HFS	- Health & Family Services
JPS	- Justice & Public Safety
LAB	- Labor
PER	- Personnel
PP	- Public Protection
TH	- Tourism & Heritage
TRAN	- Transportation

MINORITY UTILIZATION TREND FOR JANUARY 1998 – JUNE 2008



This graph illustrates the beginning of a slight decline in minority utilization beginning around January 2006 and continuing to the end of this reporting period. Before June 2006, there was a steady increase in minority utilization over six reporting periods. Even though this decline has been within in the tenths and hundredths of a percentage point, the chart above suggests that no progress has been made in attaining the Commonwealth's overall minority utilization goals.

FEMALE UTILIZATION TREND FOR JANUARY 1998 - JUNE 2008



This graph illustrates a steady decline in female utilization beginning around June 2006 and continuing to the end of this reporting period. Even though this decline has been within fractions of one percentage point, the chart above suggests that no progress has been made in attaining the Commonwealth's overall female utilization goals.

ECONOMIC DEVELOPMENT CABINET ANALYSIS

Minority Utilization

Between December 31, 2007 and June 30, 2008, seven positions were eliminated or vacated in the Economic Development Cabinet, resulting in a total workforce of 104. Of these 104 employees, ten are minorities. These ten employees comprise 9.62% of the Economic Development Cabinet's workforce, 0.38% below the minority utilization goal of 10%. Moreover, since the last reporting period the percentage of minority workers in the Economic Development Cabinet has fallen slightly. In December 2007, the Economic Development Cabinet had a minority utilization of 9.91%, 0.29% greater than the current figure. Of the seven positions eliminated or vacated, one was held by a minority. This one position comprised 14.24% of all the jobs eliminated or vacated during this reporting period. This number of minority held positions eliminated or vacated may be responsible for the decrease in overall minority utilization numbers.

Female Utilization

Between December 2007 and June 2008, 71.43% of the positions eliminated or vacated in the Economic Development Cabinet were held by women. Of the 104 employees currently within the cabinet, 59 are female. In the last six months, the percentage of females employed by the Economic Development Cabinet has decreased from 57.66% to 56.73%, a decline of 0.93%. Despite this decrease in female utilization, the Economic Development Cabinet remains above the targeted female utilization goal.

ECONOMIC DEVELOPMENT UTILIZATION TABLE

	TOT EMPS	MIN	% MIN	PROJ % GOAL	FEMALE EMPS	% FEMALE	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
TOTAL	104	10	9.62%	10.00%	59	56.73%	52.42%	0.4	0.0
DEC '07 TOTAL	111	11	9.91%	10.00%	64	57.66%	52.42%	0.1	0.0
CHANGES	-7	-1	-0.29%		-5	-0.93%		0.3	0.0



Utilization Goal Met

EDUCATION & WORKFORCE DEVELOPMENT CABINET ANALYSIS

Minority Utilization


Between December 31, 2007 and June 30, 2008, 97 positions were eliminated or vacated in the Education & Workforce Development Cabinet, resulting in a total workforce of 2,858. Of these 2,858 employees, 253 are minorities. These 253 employees comprise 8.85% of the Education & Workforce Development Cabinet's workforce, 1.15% below the minority utilization goal of 10%. Nevertheless, since the last reporting period the percentage of minority workers in the Education & Workforce Development Cabinet has improved. In December 2007, the Education & Workforce Development Cabinet had a minority utilization of 8.80%, 0.5% smaller than the current figure. Of the 97 positions eliminated or vacated, seven were held by minorities. These seven positions comprised 7.22% of all the jobs eliminated or vacated during this reporting period. This percentage of loss is below both the minority utilization percentage from the last reporting period and the targeted utilization goal. This loss of minority held positions had little or no effect on the utilization percentage for this reporting period.

Female Utilization

Between December 2007 and June 2008, only 4.12% of the positions eliminated or vacated in the Education & Workforce Development Cabinet were held by women. Of the 2,858 employees currently within the cabinet, 1,740 are female. In the last six months, the percentage of females employed by the Education & Workforce Development Cabinet has increased from 60.71% to 60.88%, an improvement of 0.17%.

EDUCATION CABINET UTILIZATION TABLE

	TOT EMPS	MIN	% MIN	PROJ % GOAL	FEMALE EMPS	% FEMALE	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
TOTAL	2,858	253	8.85%	10.00%	1,740	60.88%	52.42%	32.8	0.0
DEC '07 TOTAL	2,955	260	8.80%	10.00%	1,794	60.71%	52.42%	35.5	0.0
CHANGES	-97	-	0.05%		-4	0.17%		-2.7	0.0

	Utilization Goal Met
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ENERGY & ENVIRONMENT CABINET ANALYSIS

Governor Beshear created the Energy & Environmental Cabinet on June 16, 2008, just fourteen days before the end of this reporting period. The Energy & Environment Cabinet derives from the old Environmental & Public Safety Cabinet (along with the Labor Cabinet and the Public Protection Cabinet). For this reason, a comparative analysis is not available in this cabinet for this reporting period.

The Energy & Environment Cabinet has, as of June 30, 2008, 1,684 employees and has not met either minority or female utilization goals.

Minority Utilization

Of the 1,684 employees at the Energy & Environment Cabinet, 84 are minorities. This represents 4.99% utilization, 5.01% below the minority utilization goal of 10%.

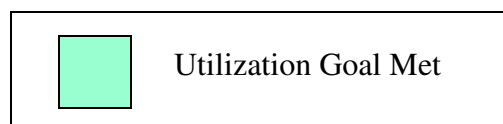
Female Utilization

The 616 females employed at the Energy & Environment Cabinet make up 36.58% of the cabinet's total workforce. This percentage of female employment is 15.48% below the Commonwealth's goal of 52.42%.

ENERGY & ENVIRONMENT CABINET

	TOT EMPS	MIN	% MIN	PROJ % GOAL	FEMALE EMPS	% FEMALE	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
TOTAL	1,684	84	4.99%	10.00%	616	36.58%	52.42%	84.4	266.76
DEC '07 TOTAL	N/A*	--	--	--	--	--	--	--	--
CHANGES	N/A*	--	--	--	--	--	--	--	--

*The Energy & Environment Cabinet was created on June 16, 2008. Therefore, there is no date from the last utilization report for comparison. The Energy & Environment Cabinet was developed out of the Environmental & Public Safety Cabinet.



ENVIRONMENTAL & PUBLIC PROTECTION CABINET ANALYSIS

On June 16, 2008, just fourteen days prior to the end of this reporting period, the Environmental & Public Protection Cabinet was divided into three new cabinets (Energy & Environment, Labor and Public Protection). Of the previous 2,944 employees, only 22 remain within the Environmental & Public Protection Cabinet. For these reasons, a comparative analysis is not available. This recent reorganization has greatly effected on the numbers for the Environmental & Public Protection Cabinet.

Minority Utilization

As of June 30, 2008, the Environmental & Public Protection Cabinet had 22 employees. Of these 22 employees zero were minorities. In order to meet the minority utilization goal the cabinet needs to hire only three minority employees.

Female Utilization

As of June 30, 2008, the Environmental & Public Protection Cabinet had 22 employees. Of these 22 employees, six are females, representing 27.27% of the current Environmental & Public Protection Cabinet workforce. This is 25.15% below the utilization goal of 52.42%.

ENVIRONMENTAL & PUBLIC PROTECTION CABINET UTILIZATION TABLE

	TOT EMPS	MIN	% MIN	PROJ % GOAL	FEMALE EMPS	% FEMALE	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
TOTAL	22	0	0%	10.00%	6	27.27%	52.42%	2.2	5.54
DEC '07 TOTAL *	2,944	188	6.39%	10.00%	1,190	40.42%	52.42%	106.4	353.3
CHANGES									

*As of June 16, 2008, the Environmental & Public Protection Cabinet was divided into three additional cabinets: the Energy and Environment Cabinet, the Labor Cabinet, and the Public Protection Cabinet. The utilization numbers from these cabinets are included in this report.



FINANCE & ADMINISTRATION CABINET ANALYSIS

Minority Utilization

Between December 31, 2007 and June 30, 2008, 34 positions were eliminated or vacated in the Finance & Administration Cabinet, resulting in a total workforce of 1,896. Of these 1,896 employees, 155 are minorities. These 155 employees comprise 8.18% of the Finance & Administration Cabinet's workforce, 1.22% below the minority utilization goal of 10%. Moreover, since the last reporting period the percentage of minority workers in the Finance & Administration Cabinet has fallen slightly. In December 2007, the Finance & Administration Cabinet had a minority utilization of 8.70%, 0.52% greater than the current figure. Of the 34 positions eliminated or vacated, 13 were held by minorities. These 13 positions comprised 38.24% of all the jobs eliminated or vacated during this reporting period. This number of minority held positions eliminated or vacated may be responsible for the decrease in overall minority utilization numbers.

Female Utilization

Of the 1,896 employees currently within the cabinet, 904 are female. Since December 2007, the percentage of females employed by the Finance & Administration Cabinet has declined from 48.45% to 47.8%, a decline of 0.77%. Between December 2007 and June 2008, 91.18% of the positions eliminated or vacated in the Finance & Administration Cabinet were held by women. This number of female positions eliminated or vacated may be responsible for the decrease in female utilization.

FINANCE & ADMINISTRATION UTILIZATION TABLE

	TOT EMPS	MIN	% MIN	PROJ % GOAL	FEMALE EMPS	% FEMALE	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
TOTAL	1,896	155	8.18%	10.00%	904	47.68%	52.42%	34.6	89.89
DEC '07 TOTAL	1,930	168	8.70%	10.00%	935	48.45%	52.42%	25	76.71
CHANGES	-34	-13	-0.52%		-31	-0.77%		9.6	13.18



Utilization Goal Met

GENERAL GOVERNMENT ANALYSIS

Minority Utilization

Between December 31, 2007 and June 30, 2008, 35 positions were eliminated or vacated in the General Government, resulting in a total workforce of 2,744. Of these 2,744 employees, 178 are minorities, an addition of 13 minority employees, despite a 35 employee decrease in the General Government. These 178 employees comprise 6.49% of the General Government's workforce, 3.51% below the minority utilization goal of 10%. Nevertheless, since the last reporting period the percentage of minority workers in the General Government has risen. In December 2007, the General Government had a minority utilization of 5.94%, 0.55% smaller than the current figure.

Female Utilization

Between December 2007 and June 2008, the General Government also increased the number of female employees. Of the 2,744 employees currently within the cabinet, 1,644 are female. In the last six months, the percentage of females employed by the General Government has increased from 59.88% to 59.91%, an improvement of 0.04%. The General Government's female utilization is 7.49% above the targeted utilization goal for female employment.

GENERAL GOVERNMENT UTILIZATION TABLE

	TOT EMPS	MIN	% MIN	PROJ % GOAL	FEMALE EMPS	% FEMALE	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
TOTAL	2,744	178	6.49%	10.00%	1,644	59.91%	52.42%	96.4	0.0
DEC '07 TOTAL	2,779	165	5.94%	10.00%	1,664	59.88%	52.42%	112.9	0.0
CHANGES	-35	13	0.55%		-20	0.03%		-16.5	0.0



Utilization Goal Met

HEALTH & FAMILY SERVICES CABINET ANALYSIS

The Health & Family Services Cabinet is one of two cabinets within state government that meet both the minority and female utilization goals.

Minority Utilization


The Health & Family Service Cabinet maintained its minority utilization numbers despite a decrease of 428 positions within the cabinet. The Health & Family Services Cabinet exceeds the minority utilization goal of 10% by 3.88%. Of the 7,393 employees within the cabinet, 1,026 are minorities. Although this is down 0.011% from the last reporting period, it remains the highest percentage of minority employees within state government.

Female Utilization

The Health & Family Service Cabinet maintained its female utilization numbers despite a decrease of 428 positions within the cabinet. The Health & Family Services Cabinet exceeds the female utilization goal by 27.4%. Of the 7,393 employees within the cabinet, 5,901 are females. The cabinet's 79.82% utilization is up 0.34% from the December 2007 reporting period.

HEALTH & FAMILY SERVICES CABINET UTILIZATION TABLE

	TOT EMPS	MIN	% MIN	PROJ % GOAL	FEMALE EMPS	% FEMALE	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
TOTAL	7,393	1,026	13.88%	10.00%	5,901	79.82%	52.42%	0.0	0.0
DEC '07 TOTAL	7,821	1,094	13.99%	10.00%	6,216	79.48%	52.42%	0.0	0.0
CHANGES	-428	-68	-0.11%		-315	0.34%		0.0	0.0

	Utilization Goal Met
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JUSTICE & PUBLIC SAFETY CABINET ANALYSIS

Minority Utilization

Between December 31, 2007 and June 30, 2008, 42 positions were eliminated or vacated in the Justice & Public Safety Cabinet, resulting in a total workforce of 8,093. Of these 8,093 employees, 668 are minorities. These 668 employees comprise 8.25% of the Justice & Public Safety Cabinet's workforce, 1.75% below the minority utilization goal of 10%. Since the last reporting period, the percentage of minority workers in the Justice & Public Safety Cabinet did increase. In December 2007, the Justice & Public Safety Cabinet had a minority utilization of 8.15%, 0.10% smaller than the current figure. Although the overall cabinet workforce decreased by 42 positions, minority held positions increased by five employees.

Female Utilization

Between December 2007 and June 2008, 42 positions eliminated or vacated in the Justice & Public Safety Cabinet, resulting in a total workforce of 8,093. Of the 8,093 employees currently within the cabinet, 2,902 are females. In the last six months, the percentage of females employed by the Justice & Public Safety Cabinet has decreased from 36.08% to 33.86%, a decline of 2.22%. Of the 42 positions eliminated or vacated since December 2007, 33 were held by females. These 33 positions comprised 75.57% of the positions eliminated or vacated. This number may be responsible for the decrease in overall female utilization numbers.

JUSTICE & PUBLIC SAFETY CABINET UTILIZATION TABLE

	TOT EMPS	MIN	% MIN	PROJ % GOAL	FEMALE EMPS	% FEMALE	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
TOTAL	8,093	668	8.25%	10.00%	2,902	33.86%	52.42%	141.3	1,340.36
DEC '07 TOTAL	8,135	663	8.15%	10.00%	2,935	36.08%	52.42%	150.5	1,329.37
CHANGES	-42	5	0.10%		-33	-2.22%		-9.2	10.99



Utilization Goal Met

LABOR CABINET ANALYSIS

Governor Beshear created the Labor Cabinet on June 16, 2008, just fourteen days before the end of this reporting period. The Labor Cabinet derives from the old Environmental & Public Safety Cabinet (along with the Energy & Environment Cabinet and the Public Protection Cabinet). For this reason, a comparative analysis is not available for this cabinet for this reporting period.

Minority Utilization

As of June 30, 2008, the Labor Cabinet had a total workforce of 431 employees. Of these 431 employees, 40 are minorities. These 40 employees represent 9.28% minority utilization, 0.72% below the minority utilization goal of 10%.

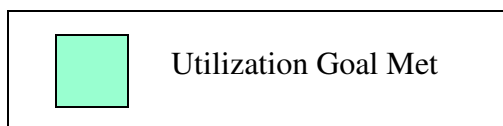
Female Utilization

Of the 431 employees within the Labor Cabinet, 243 females are females. These 243 employees represent 56.38% of the cabinet's total workforce. This percentage of female employment is 3.96% above the Commonwealth's goal of 52.42%.

LABOR CABINET UTILIZATION TABLE

	TOT EMPS	MIN	% MIN	PROJ % GOAL	FEMALE EMPS	% FEMALE	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
TOTAL	431	40	9.28%	10.00%	243	56.38%	52.42%	3.1	0.0
DEC '07 TOTAL	N/A*	--	--	--	--	--	--	--	--
CHANGES	N/A*	--	--	--	--	--	--	--	--

*The Labor Cabinet was created on June 16, 2008. Therefore, there is no date from the last utilization report for comparison. The Labor Cabinet was developed out of the Environmental & Public Safety Cabinet.



PERSONNEL CABINET ANALYSIS

The Personnel Cabinet is one of two cabinets within state government that meet both the minority and female utilization goals.

Minority Utilization

Between December 2007 and June 2008, six positions were eliminated or vacated within the Personnel Cabinet, resulting in a total workforce of 224 employees. Of these 224 employees, 24 are minorities. These 24 minority employees comprise 10.71% of the Personnel Cabinet's workforce, exceeding the minority utilization goal of 10% by 0.71%. Nevertheless, this is down 1.9 % from the last reporting period. Of the six positions eliminated or vacated, five were positions held by minorities. These five positions compose 83.33% of the jobs eliminated or vacated since December 2007. This may have led to the small decline in minority utilization within the Personnel Cabinet.

Female Utilization

Between December 2007 and June 2008, six positions were eliminated or vacated within the Personnel Cabinet. Though 6 of these six positions were held by females, the Personnel Cabinet continues to exceed the female utilization goal of 52.42%. Of the 224 employees in the Personnel Cabinet, 168 are females, a utilization of 75%, 22.58% greater than the targeted goal.

PERSONNEL CABINET UTILIZATION TABLE

	TOT EMPS	MIN	% MIN	PROJ % GOAL	FEMALE EMPS	% FEMALE	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
TOTAL	224	24	10.71%	10.00%	168	75%	52.42%	0.0	0.0
DEC '07 TOTAL	230	29	12.61%	10.00%	174	75.65%	52.42%	0.0	0.0
CHANGES	-6	-5	-1.9%		-6	-0.65%		0.0	0.0



Utilization Goal Met

PUBLIC PROTECTION CABINET ANALYSIS

Governor Beshear created the Public Protection Cabinet on June 16, 2008, just fourteen days before the end of this reporting period. The Public Protection Cabinet derives from the old Environmental & Public Safety Cabinet (along with the Energy & Environment Cabinet and the Labor Cabinet). For this reason, a comparative analysis is not available for this cabinet for this reporting period.

Minority Utilization

As of June 30, 2008, the Public Protection Cabinet has 668 employees. Of the 668 employees within the cabinet, 55 are minorities. This represents 8.23% utilization, 1.77% below the minority utilization goal of 10%.

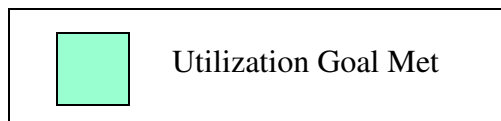
Female Utilization

Of the 688 employees within the Public Protection Cabinet, 272 are females. These 272 employees represent 40.72% of the cabinet's total workforce. This percentage of female employment is 11.7% below the Commonwealth's goal of 52.42%.

PUBLIC PROTECTION CABINET UTILIZATION TABLE

	TOT EMPS	MIN	% MIN	PROJ % GOAL	FEMALE EMPS	% FEMALE	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
TOTAL	668	55	8.23%	10.00%	272	40.72%	52.42%	11.8	78.17
DEC '07 TOTAL	N/A*	--	--	--	--	--	--	--	--
CHANGES	N/A*	--	--	--	--	--	--	--	--

*The Public Protection Cabinet was created on June 16, 2008. Therefore, there is no date from the last utilization report for comparison. The Public Protection Cabinet was developed out of the Environmental & Public Safety Cabinet.



TOURISM & HERITAGE CABINET ANALYSIS

Minority Utilization

Between December 31, 2007 and June 30, 2008, 37 positions were eliminated or vacated in the Tourism & Heritage Cabinet, resulting in a total workforce of 2,136. Of these 2,136 employees, 133 are minorities. These 133 employees comprise 6.23% of the Tourism & Heritage Cabinet's workforce, 3.77% below the minority utilization goal of 10%. Moreover, since the last reporting period the percentage of minority workers in the Tourism & Heritage Cabinet has fallen slightly. In December 2007, the Tourism & Heritage Cabinet had a minority utilization of 6.63%, 0.4% greater than the current figure. Of the 37 positions eliminated or vacated, eleven were held by minorities. These eleven positions comprised 29.73% of all the jobs eliminated or vacated during this reporting period. This number of minority held positions eliminated or vacated may be responsible for the decrease in overall minority utilization numbers.

Female Utilization

Between December 2007 and June 2008, only 18.92% of the positions eliminated or vacated in the Tourism & Heritage Cabinet were held by women. Of the 2,136 employees currently within the cabinet, 860 are female. In the last six months, the percentage of females employed by the Tourism & Heritage Cabinet has increased from 39.90% to 40.26%, an improvement of 0.36%.

TOURISM & HERITAGE CABINET UTILIZATION TABLE

	TOT EMPS	MIN	% MIN	PROJ % GOAL	FEMALE EMPS	% FEMALE	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
TOTAL	2,136	133	6.23%	10.00%	860	40.26%	52.42%	80.6	259.70
DEC '07 TOTAL	2,173	144	6.63%	10.00%	867	39.90%	52.42%	73.3	272.09
CHANGES	-37	-11	-0.4%		-7	0.36%		7.3	-13.39



Utilization Goal Met

TRANSPORTATION CABINET ANALYSIS

Minority Utilization

Between December 31, 2007 and June 30, 2008, 218 positions were eliminated or vacated in the Transportation Cabinet, resulting in a total workforce of 4,636. Of these 4,636 employees, 352 are minorities. These 352 employees comprise 7.59% of the Transportation Cabinet's workforce, 2.01% below the minority utilization goal of 10%. Since the last reporting period, the percentage of minority workers in the Transportation Cabinet has increased slightly. In December 2007, the Transportation Cabinet had a minority utilization of 7.56%, 0.03% smaller than the current figure.

Female Utilization

Between December 2007 and June 2008, 218 positions were eliminated or vacated in the Transportation Cabinet, resulting in a total workforce of 4,636. Of these 4,636 employees, 899 are females. These 899 employees represent 19.39% of the Transportation Cabinet's workforce, 33.03% below the female utilization goal of 52.42%. Of the 218 positions eliminated or vacated 41, or only 18.81%, were held by females.

TRANSPORTATION CABINET UTILIZATION TABLE

	TOT EMPS	MIN	% MIN	PROJ % GOAL	FEMALE EMPS	% FEMALE	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
TOTAL	4,636	352	7.59%	10.00%	899	19.39%	52.42%	111.6	1531.20
DEC '07 TOTAL	4,854	367	7.56%	10.00%	940	19.37%	52.42%	118.4	1604.47
CHANGES	-218	-15	0.03%		-41	0.02%		-6.8	-73.27



Utilization Goal Met

APPENDIX 1.

EEO Job Category Definitions

Group 1. Officials and Administrators: Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, direct individual departments or special phases of the agency's operations, or provide specialized consultation on regional, district or area basis. Includes: Department heads, directors, assistant directors, branch managers, environmental health program administrators, controllers, examiners, wardens, network engineers, resort park managers, police and fire chiefs, inspections and kindred workers.

Group 2. Professionals: Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: Personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dieticians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, correctional captains, health policy assistants and other kindred workers.

Group 3. Technicians: Occupations which require a combination of basic scientific or technical knowledge with manual skill which can be obtained through specialized post secondary school education or through equivalent on the job training. Includes: Computer programmers and operators, draftsmen, surveyors, licensed practical nurses, photographers, radio operators, mine inspectors, programmers, systems engineer IT, highway technicians, technicians (medical, dental, electronic, physical sciences), administrative specialist I, inspectors and kindred workers.

Group 4. Protective Service Workers: Occupations in which workers are entrusted with public safety, security and protection from destructive forces. Includes: Correctional officers, fire fighters, KVE inspector, facilities security officers, state park rangers, detectives, Occupational Safety and Health Administration, (OSHA), safety consultants, hazardous device investigators, wildlife and boating law enforcement officers and kindred workers.

Group 5. Paraprofessionals: Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "new careers" concept. Includes: Administrative assistants, family support specialists, laboratory aids, revenue examiners, medical aids, child support workers, youth workers, museum guides, house parents, fish and wildlife technicians and kindred workers.

Group 6. Office and Clerical: Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paper work required in an office. Includes: Administrative secretaries, bookkeepers, messengers, office machine operators, clerk-typists, stenographers, data entry operators, communication dispatchers, office managers, postal technicians, rehabilitation care aids, offender information specialists and kindred workers.

Group 7. Skilled Worker: Manual workers of relatively high level (precision production and repair) having a full and comprehensive knowledge of the process involved in their work. Exercise considerable independent judgment and usually received an extensive period of training. Includes: mechanics and repair people, electricians, heavy equipment operators, highway superintendents, carpenters, HVAC inspectors, locksmiths, correctional farm managers, fisheries biologists and kindred workers.

Group 8. Service/Maintenance: Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: Cooks, equine workers, elevator inspectors, highway equipment operators, janitors, laborers, laundry workers, park workers, patient aides, stores workers, veterans cemetery caretakers and kindred workers.

APPENDIX II.

LEGISLATIVE BRANCH ANALYSIS

Minority Utilization

Between December 31, 2007 and June 30, 2008, the Legislative Branch employment decreased by five employees, resulting in a total workforce of 221. Of these 221 employees, ten are minorities. These ten employees comprise 4.52% of the Legislative Branch's workforce, 5.48% below the minority utilization goal of 10%. Since the last reporting period, the percentage of minority workers in the Legislative Branch has increased, but the number of minority employees has remained the same.

Female Utilization

Between December 31, 2007 and June 30, 2008, the Legislative Branch employment decreased by five employees, resulting in a total workforce of 221. Of the 221 employees currently within the Legislative Branch, 118 are female. These 118 females comprise 53.4% of the Legislative Branch's workforce – slightly above the female utilization goal of 52.42%.

LEGISLATIVE BRANCH UTILIZATION TABLE

	TOT EMPS	MIN	% MIN	PROJ % GOAL	FEMALE EMPS	% FEMALE	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
TOTAL	221	10	4.52%	10.00%	118	53.40%	52.42%	12.1	0.0
DEC '07 TOTAL*	226	10	4.42%	10.00%	121	53.54%	52.42%	12.6	0.0
CHANGES	-5	0	.10%		-3	-0.14%		-0.5	0.0



Utilization Goal Met